

WFLX
EEO PUBLIC FILE REPORT
October 1, 2020 – September 30, 2021

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
No positions were filled during this reporting year		

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Palm Beach State College , Collegecentral.com, David Jenks, 4200 Congress Ave, Lake Worth FL 33461, 561-207-5351, jenksd@palmbeachstate.edu , https://www.collegecentral.com/SE/JobSDetl.cfm?JobID=6545622	N	
2	(FAU) Florida Atlantic University , joinHandshake.com, Jennifer Fabricius, 777 Glades Rd, Boca Raton FL 33431, 561-297-3533, jbermal6@fau.edu , https://app.joinhandshake.com/schools/551	N	
3	Employee/Word of Mouth Referral , Internal Posting by Randall B. Jones, 1100 Banyan Blvd, WPB FL 33401, 561-282-4147, randalljones@wflx.com	N	
4	WFLX On-Air Ad , John Heislman, 1100 Banyan Blvd, WPB FL 33401, 561-282-4157, jheislman@wflx.com	N	
5	WFLX Walk-in , Receptionist, 1100 Banyan Blvd, WPB FL 33401, 561-845-2929	N	
6	WFLX Website , 1100 Banyan Blvd, WPB FL 33401, 561-845-2929, www.wflx.com	N	
7	GrayTV Website , Donna Tadlock, 201 Monroe St, 20 th Fl, Montgomery, AL 36104, 334-206-1417, https://gray.tv/careers#currentopenings https://recruiting.ultipro.com/GRA1017GRYT/JobBoard/ae441110-89bd-444d-8ad2-b76c7b9db7a9/OpportunityDetail?opportunityId=775a7fb7-2fd9-46ad-8875-0919d2e7fde5	N	
8	TVJobs.com , PO Box 4116, Oceanside CA 92052, 877-988-9808, www.tvjobs.com	N	
9*	Vickers House , Lisa Kemp, 811 Palm Beach Lakes Blvd, WPB FL 33401, 561-804-4971 direct, 561-804-4970 office, lkemp@wpb.org , www.wpb.org/vickershouse	Y	
10	(FAB) FL Assoc of Broadcasters , Pat Roberts/CEO, 201 S Monroe St. Ste 201, Tallahassee FL 32301, 850-681-6444, intern@fab.org , www.fab.org , lvarn@fab.org	N	
11*	Urban League of PBC , Tomas Evangelista, 1700 Australian Ave., WPB FL 33407, 561-533-1461 ext. 3025, tevangelista@ulpbc.org , www.ulpbc.org	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	TVB Broadcasters , 120 Wall Street 15 th Fl., New York, NY 10005-3908, 212-486-1111, www.tvb.org	N	
13*	Perception Is Everything , Clover Henry-Gilroy, 8741 Bearing Point, WPB FL 33411, 561-422-3549, cgilroy@pieinc.org , info@pieinc.org , www.pieinc.org	Y	
14	Spots N Dots , Gene McKay, 1635 Old Hwy 41 NW, Ste. 112-338, Kennesaw, GA 30152, 888-884-2630, ads@spotsndots.com , www.spotsndots.com	N	
15	Linkedin , www.linkedin.com/company/wflx-fox-29	N	
16	Indeed , www.indeed.com , https://www.indeed.com/jobs?q=Broadcast&l=West%20Palm%20Beach%2C%20FL&vjk=8c94cbb1528c0696	N	
17	National Coalition of 100 Black Women - WPB Chapter , Rhonda Rogers, PO Box 15292, West Palm Beach, FL 33416, info@ncbw-wpbchapter.org , www.ncbw-wpbchapter.org	N	
18	Showbiz Jobs – 3579 E Foothill Blvd, Pasadena, CA 91107, 626-798-4533, https://www.showbizjobs.com/jobs/wflx-account-executive-in-west-palm-beach/jid-r7e2e8	N	
19	ZipRecruiter – 401 Wilshire Blvd, 11 th Floor, Santa Monica, CA 90401, 877-252-1062 https://www.ziprecruiter.com/c/GRAY-TELEVISION/Job/ACCOUNT-EXECUTIVE-WFLX/-in-West-Palm-Beach,FL?jid=79f8fa93a96ea85c	N	
20	Job Searcher , www.jobsearcher.com https://jobsearcher.com/j/account-executive-wflx-at-gray-television-in-west-palm-beach-fl-pkjVm43	N	
(etc.)			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			0

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	FCC EEO Outreach PSA	<p>Initiative Date(s): Continuous</p> <p>WFLX broadcasts monthly on-air announcements asking community-based organizations to send us their information so that we can provide them with any jobs that are open at the station.</p> <p>Participant(s): WFLX General Manager and BOC/EEO Coord.</p>
2	Job postings with minority & women organizations	<p>Initiative Date(s): Continuous</p> <p>Job postings are sent to the following organizations: Vickers House, Perception Is Everything, Urban League of Palm Beach County and the National Coalition of 100 Black Women WPB Chapter to be posted on a continuous basis.</p> <p>Participant(s): BOC/EEO Coord.</p>
3	Management Training	<p>Initiative Date: November 19, 2020</p> <p>Participated in a training webinar called “The FCC’s Equal Employment Opportunity Rules: A Webinar for Gray Television Stations” presented by Wiley Rein, LLP to employees of Gray Television Licensee, LLC.</p> <p>Participant: BOC/EEO Coordinator</p>
4	Management Training	<p>Initiative Date: May - June 2021</p> <p>Participated in a five-week training series “Foundations in Diversity, Equity and Inclusion” from The Adaway Group, a program developed for Gray Television. Items covered in this training include: how biases influence interaction and decision making and ways to mitigate them; how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability; how to apologize effectively.</p> <p>Participant: WFLX Local Sales Manager</p>